

### Basic Information

2929 N. Central Ave.  
21st Floor  
Phoenix, AZ 85012  
Organization Size: 49  
Office Size: 49  
Hiring Attorney: Mr. Josh Bendor

**Recruiting Contact:**  
Mrs. Sophia Rivera  
Attorney Recruiting and Development Coordinator  
2929 N. Central Avenue  
21st Floor  
Phoenix, Arizona (AZ) 85012  
United States  
Phone: 602-640-9214  
recruiting@omlaw.com

### Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 150,000

**Summer Compensation**

2022 compensation for Post-3Ls (\$/week) 2,885  
2022 compensation for 2Ls (\$/week) 2,885  
2022 compensation for 1Ls(\$/week) 2,885

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	27	8	2	0	4
	Women	6	7	1	0	2
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>33</b>	<b>15</b>	<b>3</b>	<b>0</b>	<b>6</b>
<b>Latin</b>	Men	0	1	0	0	1
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	27	6	2	0	3
	Women	6	6	1	0	2
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Tim Eckstein  
 Chair, Pro Bono Committee  
 (602) 640-9316  
 teckstein@omlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.96%
Average Hours per Attorney last year	48
Percent of associates participating last year	67%
Percent of partners participating last year	33%
Percent of other lawyers participating last year	0

## Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	0	0	1	1	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	1	0	1
Lateral Associates	1	0	0	0	3
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	5	2	3	3	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	4	1	1
1Ls	2	0	0	0	3

Number of 2021 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria Upper 10-15% of class; journal experience or equivalent writing and publishing experience with a professor. Pre-law work experience preferred.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Privacy and Data Security	Privacy, Data and Security	4				
Appellate	Appellate	11		6		0
Bankruptcy	Bankruptcy & Creditor's Rights	3	0	0		0
Litigation	Commercial Litigation	20		7		
Litigation	Education Law	8	0	2		0

<b>Labor and Employment</b>	Employment Law	3	0	3	0
<b>Energy</b>	Energy, Water, and Utility Law	3	0	2	
<b>Government, Regulatory, Administrative</b>	Government & Regulatory Law	9		8	
<b>Intellectual Property</b>	Intellectual Property	7		0	0
<b>Intellectual Property</b>	Intellectual Property Protection & Commercialization	3	0	0	0
<b>Business, Corporate</b>	Corporate and Business Law	6			0
<b>Real Estate, Land Use</b>	Real Estate	2	0	2	0
<b>Banking, Finance</b>	Banking and Financial Institutions	1			
<b>Business, Corporate</b>	Commercial Transactions	4			
<b>Arbitration, Dispute Resolution, Mediation</b>	Alternative Dispute Resolution	4			
<b>Civil Rights, Human Rights, Constitutional</b>	Criminal Defense	4		2	
<b>Business, Corporate</b>	Mergers & Acquisitions	8		3	
<b>Business, Corporate</b>	Securities & Corporate Finance	6		2	
<b>General Practice</b>	Campaign Finance & Election Law	6		3	
<b>General Practice</b>	Healthcare	1			
<b>Public, Municipal</b>	Open Meeting Law & Public Records	2			
<b>Litigation</b>	Indian Law	6		1	
<b>Litigation</b>	Trademark Registrations & Counseling	2		1	
<b>Litigation</b>	Litigation	3			
<b>Antitrust</b>	Antitrust	3			
<b>Litigation</b>	Class Actions	1			
<b>Litigation</b>	Condemnation & Eminent Domain Construction	2			
<b>Litigation</b>	False Claims Act	2			
<b>Litigation</b>	Insurance Disputes	2			
<b>Intellectual Property</b>	Intellectual Property Litigation	3			
<b>Litigation</b>	Personal Injury & Wrongful Death	1			
<b>Litigation</b>	Securities & Defense	4			
<b>Business, Corporate</b>	Outside General Counsel	9		1	
<b>Litigation</b>	Professional Liability	5		2	
<b>Business, Corporate</b>	Startup & Early Stage Companies	6		1	
<b>Public, Municipal</b>	Public Contracts & Procurement	1			

## Diversity & Inclusion

**Diversity Contact:** Mr. William Furnish

**Diversity Website/URL:** <http://www.omlaw.com/about-the-firm/commitment-to-diversity/>

## Organization Narrative

Osborn Maledon is a leading law firm in Phoenix, Arizona, which provides litigation, business and general counsel solutions for its clients.

We strive for excellence in everything we do, from the strategic advice we give to business and litigation clients, to written and oral presentations we make to judges, juries and arbitrators. We recruit nationally, and over the years have been able to attract a remarkably talented group of lawyers. A number of our former colleagues now serve on the federal and state court bench. Among the lawyers who have joined us after distinguished government careers are the former Solicitor General of the State of Arizona and the former Presiding Judge of the Maricopa County Superior Court.

At Osborn Maledon this commitment to excellent lawyering and public service drives us to hire and inspire exceptional attorneys and administrative professionals who reflect the diverse communities and clients we serve. We are determined to provide a professional home where people with diverse backgrounds and perspectives share their talents and successes. We best serve our clients and community through colleagues whose varied points of view bring an array of approaches to problems and who collaborate effectively to deliver timely solutions for our clients.

Our success in attracting outstanding lawyers also stems from a clearly defined culture which values excellence, collegiality, consensus-driven governance, diversity, initiative and a commitment to serving the profession and our community.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

